

**Council on Postsecondary Education
Committee on Equal Opportunities
April 17, 2006**

**Waivers of KRS 164.020(18)
For Submission of New Degree Programs**

At its March 2, 2006, meeting, the Morehead State University board of regents adopted a resolution and program of activities to implement a quantitative waiver. The board resolution and supporting actions for a quantitative waiver are included as Attachment B.

Kentucky statutes establish the Council's responsibility to approve the offering of new degree programs (KRS 164.020(14)) and also limit an institution's eligibility for new degree programs (KRS 164.020(18)) by the requirement that an institution meet its equal opportunity objectives.

The statutes give the Council authority to grant a temporary waiver of the requirements of KRS 164.020(18). Administrative Regulation 13 KAR 2:060 establishes criteria for determining an institution's compliance with equal opportunity objectives and for the granting of a temporary waiver to a state-supported postsecondary education institution that has not met its objectives. Morehead State University qualifies for a quantitative waiver in 2006. Attachment A describes the submission criteria for the quantitative waiver adoption and submission to CEO.

**Submission Criteria for
A Quantitative Waiver of the requirements of KRS 164.020(18) (SB 398)**

*Administrative Regulation 13 KAR 2:060
Section 7. Waivers.*

If an institution is not automatically eligible under Section 6 of administrative regulation 13 KAR 2:060 and is eligible for a quantitative or qualitative waiver the institution may request a one (1) year waiver which shall be either: (a) Quantitative; or (b) Qualitative.

A Quantitative Waiver may be approved by the college/university Board of Regents or Trustees. The waiver request submitted to the CPE by an institution shall include a resolution submitted approved by the institution's governing board and shall include a quantitative assessment, as appropriate, of the institution's efforts to achieve the institution's objectives as set forth in *The Kentucky Plan*.

Quantitative Waiver

A community college shall be eligible to receive a quantitative waiver if, the institution exhibits continuous progress in two (2) of four (4) objectives established in the Kentucky Plan. A university shall be eligible to receive a quantitative waiver if, the institution exhibits continuous progress in five (5) of eight (8) objectives established in the Kentucky Plan. Kentucky State University shall be eligible to receive a quantitative waiver if, the institution exhibits continuous progress in four (4) of seven (7) objectives established in the Kentucky Plan. To exercise this option the board need only submit to CPE a resolution indicating an intent to exercise its privilege to submit new program proposals under the quantitative waiver provisions of KRS 164.020(18) for (specific institution name) institution during the calendar year (specific year identified).

The written documentation for a quantitative waiver shall include specific and quantifiable aspects of the institution's efforts to meet equal opportunity objectives including the following:

- (a) Commitment of funds to equal opportunity related activities.
- (b) Financial aid distribution.
- (c) Student services activities.
- (d) High school visitations and results.
- (e) Academic support services.
- (f) Number of interviews granted to African-American applicants for positions.
- (g) Offers of employment made that are accepted or rejected.
- (h) Utilization of funds to stimulate units to improve their employment data.
- (i) Special actions for units within an institution if additional efforts are required.
- (j) An evaluation of long-range data trends for those objectives that fell below expectations.

An institution that has received a quantitative or qualitative waiver shall submit a new academic program under the waiver provision in the calendar year for which the waiver is granted. An institution's request for a new academic program, advanced under the authority of an approved waiver, shall be considered at the next regularly scheduled meeting of the Council after an institution has submitted a complete program proposal. If the Council postpones or delays action on an academic program approval, it may extend the period of consideration of a new academic program.

Attachment B

HOLDING PEN Replace with Information from Francene Botts-Butler.

MOREHEAD STATE UNIVERSITY

SB398 REQUEST for QUANTITATIVE WAIVER

March 2006

Morehead State University is requesting a quantitative waiver of the Council on Postsecondary Education goal requirements established under Senate Bill 398. Morehead State's eligibility status for calendar year 2006 indicates a status of "Quantitative Waiver." Morehead State has met the requirements of SB 398 three out of five since its last request for waiver in 2001. This quantitative waiver is being requested in order that new academic programs may be proposed to the Council on Postsecondary Education.

The *1997-2002 Kentucky Plan for Equal Opportunities in Higher Education* using data based on a 1995-market analysis of the areas of the state that contributed 90 percent of the entering undergraduate enrollment at each institution established the goals that Morehead State University must meet during the *Plan* years. Under the plan, Morehead State, as well as other post-secondary education institutions, agreed to work on student recruitment and retention, employment of African-Americans and to enhance the campus climate for African-American students. Morehead State University is committed to achieving these goals.

OBJECTIVES NOT MET #2, 3 and 6:

Over the past five years, Morehead State University has had the most difficulty consistently meeting objectives number 2 and 3 of the Kentucky Plan, which deal with the retention of first-year Kentucky resident African-American students and retention of all Kentucky resident undergraduate African-American students. Morehead State also had difficulty meeting objective number 6, which deals with the employment of executive/administrative/managerial staff.

ACTIONS TO MEET OBJECTIVES #2, 3 AND 6:

Since 2001, Morehead State University has implemented many new and/or continued strategies to aid in the recruitment and retention of African-American faculty, staff and students.

A. STRATEGIES TO INCREASE AFRICAN-AMERICAN STUDENT ENROLLMENT, RETENTION AND GRADUATION RATES

- **Undergraduate Enrollment:**

The programs listed below work to ensure that the University stays consistent with or surpasses the recruitment of African-American students. These programs work to recruit better prepared African-American students and involve the entire University in the recruitment effort. University administrators are well aware that retention of students starts with recruitment.

- **Enrollment Management:** Since July 1, 2005, the Offices of Admissions and Financial Aid were consolidated to create a seamless enrollment process for Morehead State students and prospective students. The Special Assistant to the President, a Cabinet level position, provides leadership and vision for this unit. The focus of the office has

changed somewhat, in that, some programs, such as the “Meet MSU” nights are no longer utilized. However, faculty and staff become involve in recruitment by presenting workshops, lectures and other programs at the schools from which we recruit.

The Financial Aid Office was also strengthened through this collaboration. Scholarships were reviewed and in some cases increased, so that the University could attract high achieving students.

- **Enrollment Management Work-study Students:** Some of these students are responsible for calling prospective students to assist with the transition from high school to college. Once a student is admitted, his or her parents may join the Proud Eagle Parent (PEP) list serve to obtain information or to contact any Morehead State faculty or staff member..
- **Assistant Director for Admissions, Diversity:** Recruits primarily in Lexington, Louisville and Northern Kentucky; participates in various programs such as career fairs, college fairs, church programs and the Lexington and Louisville Black Achiever programs.
- **Admissions Counselors:** Recruits in specific counties within and outside the service region; transfer students and in Ohio. Until January 1, 2006, there was an African-American counsellor assigned to recruit in South-Central Kentucky. She was promoted to another position at the University.
- **High School Student Campus Visitations:** This program allows high school students to come to the campus to check out classes, residence halls and the course offerings. Morehead State University also hosted over 90 African-American students in June 2005 at the Academically Proficient African-American Junior/Senior Conference. The Minority Teacher Education program has hosted students at the campus for a two week introduction to college life and to teacher education. During the course of the two weeks, students participated with the Governor’s Minority Scholarship College Preparation Program (GMS CPP). The academic disciplines host students, such as FBLA and band and choral exhibitions.
- **SOARS:** This summer orientation, advising and registration program allows incoming freshmen students to register for classes, pay fees and obtain identification cards, etc. prior to the start of the fall semester. Orientation Leaders, students, provide tours and other support to these incoming students. It also allows an opportunity for African-American students to meet the staff of Multicultural Student Services and other African-American faculty, staff and students. There are African-American orientation leaders available to discuss Morehead State University with parents and students.
- **Transfer SOARS and Open Houses:** These programs are geared toward students transferring to Morehead State University from any of the other public or private universities and colleges, KCTCS and out-of-state universities. Since the consolidation of Admissions and Financial Aid, counsellors from both units have been hosting open houses on the campuses of KCTCS colleges beginning this spring. Data is not available

to determine the success of these visits. These visits, along with the on-line completion degrees announced this spring, along with KCTCS staff, should provide for a smoother transition of transfer students to Morehead State.

- **Open House:** This program introduces MSU to prospective students. Since 2001, student groups, such as the National Pan-Hellenic Council and Black Gospel Ensemble, have participated in the Open Houses and SOARS. Many African-American parents and students have questions about these historically black Greek letter organizations and other organizations geared toward the African-American student.
- **Minority Recruitment and Marketing Task Force:** This taskforce began work in 2003 and became a committee of the University-wide Diversity taskforce in 2004. Materials were specifically targeted to African-American high school students:
 - Radio spots in the Louisville and Lexington Area
 - Brochure discussing diversity programs developed for use at college fairs, Black Achievers and other programs
 - Supported two staff members to be recognized as Adult Achievers in the Lexington Black Achievers program
 - Additional scholarship money provided for Lexington and Louisville Black Achiever Programs

Undergraduate Retention:

- **Strategic Plan 2002—2006 and Retention Plans:** Unit strategic and retention plans were part of the strategic planning and budgeting process. Assessment of retention is part of the strategic plan goals, objectives and assessment.
- **Programming provided by**
 - **Multicultural Student Services:** provided counseling, mentoring and social and cultural programming such as comedians, plays, dance troupes, educational lectures; provided financial assistance for programs sponsored by Black Student Coalition, Black Gospel Ensemble, NPHC and other organizations geared toward minority students; collaborated with the Cultural Studies Program, Women's Studies, Music, Camden-Carroll Library and Student Activities on culturally diverse programs. Counseling was implemented with all minority students, specifically African-American students, showing grades of less than a "C" at midterm and all students who show less than a 2.00 at the end of the semester. Beginning spring 2006, the Director, MSS Coordinator and the Minority Retention Coordinator will meet with these students before and after midterms, at the end and beginning of each semester, and on an as needed basis. Although the Director and the MSS Coordinator have been monitoring all first-time freshmen and transfer students, this fall the office will preview a new program that will require more one-on-one contact with these students.
 - **Minority Retention Coordinator:** provided counselling, academic advising and academic monitoring to minority students, specifically African-American students; collaborated with Multicultural Student Services in mentoring African-American students

- **Student Government Association:** provides programming geared toward all students. African-American students are involved in SGA as officers, organization representatives and committee members. African-American students have also been represented on the Homecoming Court. The first homecoming King was African-American, as was the 2004 King.
 - **Student Activities Council:** Provides a variety of programs geared toward all students. Collaborates with other units, such as, Multicultural Student Services, Counseling and Health and others.
- **Employment Opportunities:** African-American students who do not qualify for federal work study assignments are eligible for institutional work study assignments. These students have worked in the President's office, VP for Student Life, Budgets, Enrollment Management, Multicultural Student Services, Development, Affirmative Action, Athletics, Intramurals and academic departments. African-American students also serve as student librarians, MSU 101 peer advisors, residence hall advisors, Orientation Leaders and tutors. Morehead State University students are also employed in different agencies throughout the city of Morehead and Rowan County.
- **Counseling:** Medical and mental health counseling is available to all MSU students through the Caudill Health Clinic. The Clinic staff also collaborates with the National Pan-Hellenic Council (NPHC) which governs Black-Greek Letter Organizations and other groups to provide health information sessions to minority students. The Office of Multicultural Student Services, and Academic and Support Services also provide African-American students counseling concerning their social, cultural, vocational and intellectual needs. There are currently three African-American professionals working out of this office: Career & Academic Advisor, General Studies Advisor and the Minority Retention Coordinator.
- **Mentoring:** As stated before, the Minority Retention Specialist, the MTEP Coordinator, and Multicultural Student Services provide mentoring to the African-American students. Mentoring takes the form of meeting with students before midterms, after midterms and on an as needed basis, to ensure the student is aware of services such as tutoring, the writing lab and math lab to assist the student in his or her classes.
- **Early Intervention System:** This program was created in 1999 to help maximize the success and retention of all Morehead State University students. Faculty and staff who have a concern that a student may be experiencing personal, social, or academic difficulties, will contact the student in an effort to provide support and make appropriate referrals to University professional staff members or campus agencies. Students are referred if they miss class and/or miss work.

B. Employment of African-Americans

- **Recruitment:** Searches for executive/administrative/managerial positions are conducted nationwide. Recruitment is generally conducted in *The Chronicle on Higher Education*, *The Lexington Herald-Leader*, scholarly journals and via the Internet. Furthermore, all executive/administrative/managerial positions announcements are sent to approximately fifty historically black colleges and universities

and different agencies with ties to the African-American communities in Lexington, Louisville and other Kentucky cities.

- **Action-oriented plans:** Five plans were developed to help with the recruitment and retention of African-American executive, administrative, managerial staff.
- **University Diversity Plan:** Before retiring from the University, President Ronald G. Eaglin convened a campus-wide taskforce in April 2004 to examine and make recommendations regarding recruitment, retention, campus climate, community and related issues that Morehead State University needed to address in order to have a diverse campus. The Taskforce ended its work by creating a 3-year diversity plan, which was presented to the campus in October 2004. A diversity implementation team was appointed to address the plan requirements and to determine how to phase in the plan. In January 2005, Morehead State University welcomed a new President who has embraced the Diversity Plan. The University is in year two of the plan and has had some success in implementing the recommendations of the Taskforce. For instance, four African-American faculty members were hired in fall 2005 and two have already been hired for fall 2006.
- **Campus Environment Team/Affirmative Action Board:** This committee has been in existence since 1994, but was re-named in 2001 to comply with the Partnership Agreement between the CPE and OCR. This Team serves as a liaison between campus and the Affirmative Action Officer. Members of the CET/AAC served on committees with the University-wide Diversity Taskforce, but have not been active since 2004. An Associate Provost for Diversity position was created in the Office of Academic Affairs to coordinate the work of the Implementation Team.
- **Searches:** All executive/administrative/managerial searches are conducted on a national level, unless the Affirmative Action Officer allows for an internal search. All executive/administrative/managerial announcements are sent to all of the HBCUs, agencies that work with African-American and other minority populations. During calendar year 2005, four searches were conducted in this category. There were a total of one hundred and eleven applicants for these four positions of which seven applicants were African-Americans. One African-American female was interviewed for the Dean of Students position, but was not selected. In the four executive/administrative/managerial positions searched in 2005, two white females and two white males were selected. Thus far in 2006, two searches have been opened in this category, but not yet filled. No African-American candidates applied for either of these two positions.
- **Affirmative Action Plan:** Training is provided to the University community on the affirmative action plan and the workforce analysis and how it impacts the recruitment of employees to the University. Search procedure workshops are conducted several times each academic year.

C. The following strategies have been or will be implemented in the coming months to Morehead State University to help with improving progress in Objectives number 2, 3 and 6.

- **ASPIRE to Greatness:** The 2002-2006 Strategic Plan *Pride and Promise* expires this year. During the fall semester 2005, work begun on the 2007-2010 Strategic Plan, *ASPIRE to Greatness*. This Plan, which is still in draft format, will consists of six goals dealing with academics, student success, partnerships, innovation, resources and endowments. Action plans will support every aspect of the new plan.
- **Enrollment Management Plan:** With the consolidation of the offices of Financial Aid and Admissions and the Student Services Advocate, work begun last fall on the strategic enrollment management plan. Committees dealing with recruitment and retention of students from the service region, transfer students and out of state students, African-American and other minority students have been developing action plans for Enrollment Services. Some changes have already been implemented, such as, requiring Admission Counselors to report on not only how many applications they have taken, but also on how many of those applicants are admitted and then enrolled at the University. As stated previously, the fall 2005 entering class had an average ACT of 20.4; African-American students average ACT was 18.6. Retention is measured from fall to fall; therefore it is too early to predict whether the strategies utilized in the Enrollment Management Plan are successful.
- **First-Year Program and Retention:** This office was reorganized after the Assistant Dean for Diversity left the University in 2003. This office interacts with all freshmen students and some transfer students. The unit collaborates with Minority Retention, Multicultural Student Services, Student Activities, SGA and other offices on campus.
- **University Diversity Plan:** The campus will begin implementing the second year program strategies in the 2006-07 budget cycle. Since it was developed and implemented, four faculty members were hired in 2005-06 and two have already been hired for 2006-07.
- **Ad Hoc Retention Committee on African-American Students:** The committee began meeting in early March to determine what obstacles, if any, affected retention of African-American students. The committee is currently in the data collection process. Once all of the required data is collected, it will be analyzed and recommendations will be made. Representatives from the Strategic Enrollment and Retention Taskforce are on the committee.
- **Student Retention and/or Programming Support:**
 - **Black Gospel Ensemble:** Moved to the Music Department so that choir could receive better music advising than could be provided in Multicultural Student Services. Choir still provided some financial support from Multicultural Student Services.
 - **Dance Ensemble:** An African-American faculty member was hired to develop dance as a minor in Communications and Theatre. The first recital of the Ensembles will be on April 5 and 6.
 - **Student Government Association:** An African-American student was elected as the 2006-07 Executive Vice President.

- D. Retention Plan and Strategies:** This plan, as is the strategic plan, is currently being updated for 2007-2010. Several committees are currently developing strategies that will deal with the recruitment and retention of not only African American students, but also, transfers, GED students, and all other students. The Office of Multicultural Student Service and the Minority Retention Coordinator will increase the number of contacts each office has with African-American students. These contacts will occur at the beginning and end of each semester and pre and post midterm of the semester. These strategies will be analyzed after being in place for more than one semester.
- E.** In any given year, there are more faculty and professional non-faculty searches conducted by the office of Human Resources. National and state-wide distribution of the position announcements is utilized. The SREB Compact for Diversity annual Career Fair is also utilized as a recruitment source for faculty positions. Attendance at college fairs is utilized to recruit undergraduate and graduate students to the University. When executive/administrative/managerial searches are opened, every effort will be made to identify potential targeted recruitment of African-American staff.
- F.** Morehead State University posted three new degree programs: a doctorate in Educational Leadership, a Master of Arts in Educational Technology with Instructional Computer Technology and a Bachelor of Science in Technology Management.
- G.** Implementation of these new programs will require that additional faculty and staff are hired to provide the courses and support necessary for the program. We believe the new program will also attract undergraduate and graduate students of color.
- H.** A qualitative waiver was requested by Morehead State University in 2001. Objectives number 2, 3, 4, 5 and 7 were objectives that did not show continuous progress for 2001. Objectives 2 and 3 regard retention; objective 4 the six-year graduation rate; objective 5 recruitment of graduate students and objective 7 recruitment and retention of faculty.
- I.** The following strategies were implemented under the previous qualitative waiver request in 2001:
- **Searches:** All African-American applicants were interviewed for positions for which minimum qualifications were met. Further the Affirmative Action was given authority and has exercised the authority to intervene in any search, and if necessary, to terminate or extend any search to improve the diversity of the applicant pool.
 - **Targeted Recruitment:** Utilizing the Action-Oriented Plans developed under the affirmative action plan, African-American faculty and staff can be hired without a search.
 - **Graduate Assistantships:** Assistantships specifically targeted to Kentucky resident graduate students were designated. These assistantships provide full tuition and housing.
 - **Recruitment and Retention of undergraduate African-American Students:** Action Agenda funds are provide on a recurring basis to fund various summer programs and other culturally relevant programs geared toward African-American and other minority students. These funds are also utilized to help African-American faculty and staff attend professional development programs within Kentucky.

- **Mentoring:** Faculty and staff became more involved with mentoring of African-American students.
- **Multicultural Student Services:** Re-established a Multicultural Student Service House which provides additional hours of operation, a computer lab and on-site tutoring.

J. All of the strategies discussed at the August 2001 review were implemented. The on-site tutoring which was provided at the Multicultural Student Services house was moved back to the main tutoring location, since students did not avail themselves of this service. This on-site tutoring ended in 2003. Student organizations such as NPHC, Black Gospel Ensemble and the Black Student Coalition utilize the facility to hosts study tables and related academic programs.

K. Commitment of Funds to equal opportunity related activities.

During the academic year of fall 2004 to spring 2005 the following funds were expended for equal opportunity purposes:

- **Multicultural Student Services:** The programming budget of this office was funded in the amount of \$20,000. This funding was used to provide social, cultural, academic and professional activities for the students serviced by Multicultural Student Services.
- **Cultural Diversity Fund:** The Office of the President provides this funding for the use and discretion of the Affirmative Action Officer in the furtherance of those duties. During the period in question, this funding was used to provide moving expenses for African-American faculty, professional development and special programming during Black History Month, Women's History Month and for the Thanksgiving Potluck. Professional Development provided was attendance at the Black Coaches Association annual meeting, KABHE and NACUA; faculty also received funding to attend conferences where they had presentations. As in previous years, this funding provided registration for African-American faculty and staff to attend the Northwest Regional meeting and the annual conference of the KABHE.
- **Minority Teacher's Education Program:** A majority of the funding for this program is provided by the state; however, every year Morehead State provides some additional funding to support the summer program.
- **GMSCP:** Every summer since 1989 approximately 200 middle and high school students have attended the summer program. Throughout the year, students from Shawnee High School are invited to campus to experience college life and to become familiar with MSU.
- **Other University Accounts:** The Cultural Studies Program, Student Activities, Counseling and Health Services and other units provide programming support that addresses cultural diversity. These units also collaborate with the Office of Multicultural Student Services and the student organizations.

- **Advertisements:** At the beginning of each new academic year, Morehead State University places a non-discrimination advertisement in *The Lexington Herald-Leader*, *The Morehead News*, and *The Louisville Defender*.

L. Financial Aid Distribution:

- **Scholarships to African-American Students:** While African-American students receive all scholarships to which they qualify, most of the scholarships listed below, with the exception of the first five, are specifically targeted to African-American students.
 - **Presidential Scholarship:** Awarded to freshmen students who have a 3.00. This is renewable each year.
 - **Regional Honors:** Awarded to students in the service region.
 - **Tuition Assistance Grant:** This is awarded to new out-of-state first-time freshmen students who meet certain criteria.
 - **Regents Scholarship:**
 - **Alumni Award:** Awarded to children or grandchildren of active members of the Morehead State University Alumni Association.
 - **Eddie Bishop Scholarship Fund:** This scholarship is awarded to an African-American Physical Education major.
 - **Richard Reser Award:** This is awarded to minority sociology major.
 - **Charles M. Rhodes Endowment for Science Fellowships:** Dr. Charles Rhodes, a member of the Morehead State University Board of Regents, endowed this fellowship in 2000. This award will support graduate fellowships in biology with preference to African-American students.
 - **Diversity Scholarship:** Awarded to new African-American students meeting certain academic criteria.
 - **Minority Affairs Scholarship:** This award is granted to minority students, with preference to African-American students. The African-American Alumni Association was founded during homecoming 2000. Since its inception, these alumni have agreed to help re-endowed this scholarship fund. Currently, there are two MSU Fellows donating to this fund. Awards can resume in fall 2006.